

State Construction Craft Laborers Apprenticeship Advisory Committee Meeting

Thursday, May 30, 2013

Laborers Training Center (Madison)
4633 Liuna Way, 53532
DeForest WI

DRAFT MINUTES

<u>Members Present</u>	<u>Employer/Organization</u>
Bohne, Hunter	ABC
Dehnhoff, Jeff	Laborers' Local 268
Ervin, Pat	WI Laborers District Council
Grohmann, Gert	AGC of Greater Milwaukee
Grundman, Eric	Michels Corporation
Jensen, Clark	Laborers' Local 140
McGovern, Corey	Laborers' Local 464
Pratt, Dawn (Co-Chair)	Payne and Dolan
Schmitt, John (Co-Chair)	WI Laborers' District Council
Topp, John	ACEA
Ziegler, Craig	WI Laborers Apprenticeship & Training
Zignego, Dan	Zignego Company

<u>Members Absent</u>	<u>Employer/Organization</u>
Marcelle, Tony	Laborers' Local 330
Neira, Anthony	Laborers' Local 113

<u>Consultants and Guests</u>	<u>Employer/Organization</u>
Belanger, Wayne	ABC of Wisconsin, Madison
Ludvigson, Travis	DWD/BAS
Perkofski, Lisa	DWD/BAS
Schanke, Debbie	DWD/BAS
Smith, Owen	DWD/BAS
Wiatt, Ray	Laborers Apprenticeship

1. The meeting was called to order at 10:00 a.m. by Dawn Pratt, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted and committee members and guests introduced themselves and their organization. A member contact information confirmation sign-in sheet was circulated.
3. The minutes of the October 11, 2012, State Construction Craft Laborers Apprenticeship Advisory Committee Meeting were reviewed and approved.

4. **Old Business**

a. SAGE Grant

- I. Progress towards targets: Owen Smith reported that SAGE exceeded its training target of 4,508 apprentices by at least one-hundred participants, and is projected to expend 98-100% of funds. SAGE trained only 300 of 1500 project journey workers. However, the target is not an official performance measure because neither BAS nor its stakeholders can mandate that journey workers attend upgrade sessions. The discrepancy is also due to widespread unemployment in the construction industry.
- II. SAGE concludes on June 30, 2013. Financial support for training related expenses concludes May 31, 2013.
- III. SAGE Personnel Change: Palle Pedersen is the new SAGE grant manager. He replaces Bill Goff, who accepted a permanent position with the Department of Administration. Palle is responsible for the grant budget, supportive service and the grant close-out. Contact Palle at 608-266-5135 or palle.pedersen@dwd.wisconsin.gov. Becky Haug is still the SAGE outreach coordinator. She is responsible for concluding SAGE purchases, conducting site visits, and the grant close-out. Contact Becky at 608-266-5373 or becky.haug@dwd.wisconsin.gov.
- IV. Discrete Training: Owen Smith asked members to identify a time window within the grant period in which either all Laborer apprentices or all Laborer apprentices in a particular year in their program had completed some portion of SAGE training. Owen explained that SAGE staff must report two key types of participant information to the U. S. Dept. of Labor: how many apprentices participated in the training, and how many completed the training. SAGE staff assumed that all apprentices would participate in the training, because it is integrated throughout the apprenticeship program. However, under that assumption, apprentices would complete training when they complete their program, which is likely after the grant period. Therefore, SAGE staff report Laborer apprentices who complete a specific portion of SAGE training, not all the training, as having completed training.

Members reported that they could not say that all apprentices within a certain year or years of the program have completed a specific portion of SAGE training, because the training is offered when needed by contractors, and taken by apprentices in different years of the program, not all apprentices within a specific cohort.
- V. Journey Worker Upgrade Sessions: Local committees are responsible for making at least some SAGE training items available for journey worker upgrade sessions through June 30, 2013. Craig Zeigler and Wayne Belanger reported that they will not hold upgrade sessions before the end of the grant due to lack of need and interest.

- VI. BAS Site Visits: Owen Smith reminded members that SAGE staff will visit on-site in June or July to visually confirm SAGE training items and their serial or internal inventory numbers.

b. Continuity of Employment / Treatment of Unemployed Apprentices

The State Committee had approved a decision to leave the matter to the discretion of local committees, and local committees chose to stay with the current policy.

c. Program Update

- I. Associated Builders and Contractors had a good year, reported Wayne Belanger. The Laborer program includes 33 active apprentices. Five minority and female apprentices graduated. Block training occurred from January through April.
- II. WI Laborers: Ray Wiatt, who replaced Cindy Anderson as apprenticeship coordinator, shared statewide and local totals for applicants. Ray projects the program will have more than 200 active apprentices this year.
- Statewide, the program had 285 applicants, including 147 minorities and 28 women. Two-hundred twenty applicants passed.
 - Local 40 had 11 applicants, including one minority and one woman. All applicants passed.
 - Local 113 had 107 applicants, including 75 minorities and 13 women. Eighty-three passed.
 - Local 268 had 38 applicants, including two minorities and zero women. Thirty-two passed.
 - Local 330 had 46 applicants, including 26 minorities and five women. Thirty passed.
 - Local 464 had 83 applicants, including 43 minorities and nine women. Sixty-four passed.

Ray reported several policy and procedure updates, as well:

- Locals began using the Letter of Eligibility this year, and it is working well.
- Ray asked representatives from local committees to consider beginning testing a month earlier in March.

- III. In response, Clark Jensen expressed concern that not all apprentices selected, particularly those of older generations, seem capable of performing physically demanding work, such as mason tending, over the long term. He suggested locals pay closer attention to applicants' physical capabilities, and select apprentices who are capable. Ray Wiatt added that he cannot deny training to apprentices, but the committee could revisit the core curriculum to make sure it meets every laborers needs, and make courses in specialized focus areas optional.

5. New Business

a. 2014 Apprenticeship Conference

Karen Morgan distributed the "Call for Conference Workshop Proposals for Wisconsin's 26th Biennial Apprenticeship Conference." The theme of the Conference is "The Apprenticeship Solution: Meeting the Challenge."

The four broad workshop tracks are:

1. Challenge of a Changing Workforce – Potential topics:

- Population shortages
 - Worker & Skill shortages
 - Generational Differences
 - Technology
2. Challenge of Partnership in Workforce Development – Potential topics:
 - Introductory "101" workshops to help audience understand more about a program, such as Apprenticeship, WIA, Youth Apprenticeship, DPI, WTCS
 - Continuation of Collaborate for Success Initiative
 3. Challenge of Regulation and Policy – Potential topics:
 - Apprenticeship Regulations
 - Child Labor Laws
 - UI Benefits (apprentice and sponsor perspective)
 - Licensing (Barbering & Cosmetology, Electrical, Plumbing, etc.)
 4. Challenge of Awareness & Outreach – Potential topics:
 - Working with the K-12 System
 - Recruitment of Apprenticeship Sponsors

Attendance at the 26th Biennial Apprenticeship Conference will include the 1) Workforce Development community which includes Workforce Development Boards, Community Based Organizations, WIA Service Providers, Job Service employees, and Economic Support; the 2) Education Community including K-12 teachers, principals, counselors, board members and Wisconsin Technical College System employees, and 3) the Apprenticeship Community including employers, members of employer associations, labor and employees.

DWD Secretary Newson asked BAS to broaden the scope of the 2014 Conference to include a greater variety of topics, audiences and speakers. Karen asked committee members to contact her with suggestions for topics and workshops. The deadline for submissions is June 3. The conference will be an agenda item for the fall meeting.

b. Outreach Update

- I. Outreach Campaign to Manufacturing was launched by BAS in April. The campaign targets the industrial sector which has frequently cited a skills gap and lack of qualified workers and, like the construction sector, will soon face the retirement of much of the 65-year-old workforce without a sufficient population turning 18, the earliest age of an entry-level worker. The campaign call-to-action encourages more manufacturers to invest in the future of their unskilled workers by training them through the apprenticeship program rather than through skill-specific boot camps.
- II. Outreach Campaign to K-12: Through the Advisory Council, BAS developed a series of brochures on the educational value of an apprenticeship and careers in the skilled trades; target audiences include students, parents, teachers and technical colleges. The material was included in a mass mailing by the Department of Public Instruction to superintendents and heads of the school boards. The Bureau is awaiting feedback from the mailing.

The campaign includes the following: “Get your degree in doing” billboards in Green Bay, Madison, Milwaukee and Wausau; and a public service announcement emphasizing the value of an education in the skilled trades not just a four-year degree; three videos on the value of apprenticeship training; news events with Secretary Newson; news releases posters; post cards; flash drives; and adhesive cloths to wipe smart phones.

c. Current Issues

Dawn Pratt asked local union representatives to promote apprenticeship to new and inexperienced workers and/or screen candidates for work experience more diligently. The problem is that some reps place inexperienced workers into apprenticeships while others place them into journey worker status, which later prevents contractors from lowering their wages to be commensurate with their skills.

6. Construction Craft Laborer Apprenticeship Program Participants

Owen Smith reported that the program currently includes 80 employers and 136 active apprentices. The apprentice total decreased from 179 in October 2012, and is the lowest total within the last seven years.

7. **The next meeting** is scheduled for Thursday, September 12, 2013, at 10:00 a.m. at the Laborers Training Center in De Forest.

8. The meeting adjourned at 11:00 am.

Respectfully submitted by Owen Smith, BAS.